

## Mentoring in a WOMEN Unlimited Program

**Mentors are an integral part of WOMEN Unlimited programs, helping participants to integrate insights into their workplace. Likewise, Mentors report benefits to themselves and their organizations, including:**

- Increased effectiveness in coaching and mentoring skills which can be applied within the organization
- Clearer picture of how they can be stronger advocates for organization-wide diversity
- Greater understanding of the impact of corporate culture on the advancement of women

### Effective mentors are:

#### Catalysts for Learning

Asking questions, challenging assumptions and providing feedback rather than answers

#### Honest Communicators

Ready to give the gift of honest and constructive feedback

#### Role Models

Demonstrating effective leadership behaviors during workshops and other interactions

#### Trusted Partners

Providing a space for openness and vulnerability by maintaining all confidences



**LEARN | ENGAGE | ACHIEVE | DELIVER**

**LEAD Mentors should be senior leaders in their organization who can provide insights at a strategic level to women who are in mid-management roles, seeking to advance.**

- Assigned to a matrix team of three to five participants and one other mentor
- Attend Leadership Connections session (half-day) and Graduation (half-day)
- Meet with matrix team on a regular basis (can be virtual or in-person)
- Meet individually with each participant upon start of mentoring relationship and then as needed
- This is an 8-month commitment

**IMPOWER** *Grow the Talent That Will Grow Your Company*

**IMpower Mentors should be mid-level leaders in their organizations who can provide insights to new and emerging leaders on successfully navigating the transition into management or mid-management.**

- Serve on a mentor panel discussion during an IMpower session
- Sit with a peer team during the table coaching portion of the session
- Be available to participants in between sessions on an as needed basis
- Mentors may serve as few as one session to as many as five sessions during a six-month program
- Each session commitment is approximately one half-day